

# GENDER EQUITY COMMITTEE



## Terms of Reference

### 1. Introduction

The Gender Equity Committee (EDC) is established according to Statutes Article 32.1 within the framework of Federation of International Bandy (FIB).

This document outlines the scope, responsibilities, and procedures of the Gender Equity Committee.

### 2. Objective

The primary objective of the Gender Equity Committee is to promote and ensure gender equity across all levels and activities of FIB.

### 3. Composition

The Gender Equity Committee shall be composed of minimum 3 members. According to FIB Statutes Article 23.1 d) the Chair and other members are appointed by the FIB Executive Committee (EC).

### 4. Term

The Gender Equity Committee shall be appointed for 4 years (in line with the FIB EC elections), subject to the Executive Committee decision. The Chair and members are eligible for re-appointment.

### 5. Responsibilities

- To develop and recommend policies and practices that promote gender equity,
- To share best practices from leading countries,
- To support women's and girls' bandy development,
- To monitor and evaluate the implementation of gender equity initiatives,
- To advocate for gender equity within the Federation and its Member Associations,
- To identify and address barriers to gender equity,
- To promote the inclusion and advancement of women in leadership roles,
- To cooperate with FIB EC as requested,
- To cooperate with other FIB Committees.

### 6. Procedures

#### 6.1. Meetings:

- To be held at least twice per season, convened by the Chair,
- The meetings shall have a quorum of 50% plus one (1) member present,
- To be conducted either in person and/or by electronic means decided by the Chair,

#### 6.2. Decision Making:

- Decisions shall be made by simple majority among Gender Equity Committee members, with dissenting opinions duly noted and considered,
- In the event of a tie in votes, the Chair shall have the casting vote,

6.3. Documentation:

- Maintain detailed records of the discussions and meeting minutes.

6.4. Reporting:

- Submit regular Reports to the Executive Committee and an Annual Report to the Congress when requested,
- Publish the minutes of the meetings on FIB website.

## **7. Accountability**

The Gender Equity Committee is accountable to the FIB Executive Committee and shall operate in accordance with the principles of transparency, fairness, and integrity.

## **8. Amendments**

Any amendments to these Terms of Reference shall be approved by the FIB Executive Committee.

## **9. Adoption and Enforcement**

The present Terms of Reference were adopted by the FIB Executive Committee on 3 June 2024 and come into force immediately.